

AWARENESS CONCEPT

At Kallisto we want to create a space in which we as a crew as well as our guests are as aware as possible.

In terms of awareness within the crew, we dedicate time and resources to thinking about our own structures and how to make the festival a space that promotes fairness and inclusivity among the artists. Our explicit goal is to treat and care for everyone contributing to Kallisto as fair and equal as possible.

To achieve more inclusivity, we actively seek to amplify the voices of FLINTA* artists by featuring a minimum of 30% FLINTA DJs in our lineup.

Moreover, it means to us that everyone is welcome the way they are.

In terms of awareness during the festival, we aim at creating a safe(r) space for guests. This means that we want to be sensitive to any kind of boundary violation and the different forms of discrimination, so that everyone feels more comfortable and enjoys the party.

We are aware of the fact that consent violations and discriminatory behaviours are not exceptions and isolated acts, but an expression of social structures, and thus no groups of people and no rooms are free of them per se.

However, we can create a safe(r) space, in which everyone has attentive behaviour and is respectful of others' boundaries.

The guests make the party!

The guests make the party! This is why we ask all the participants to be aware of their own behaviour as well as of how the people around them feel.

This includes being sensitive about filming and taking pictures, as people might not want to be depicted during the festival without their permission.

The dance floor is a camera free zone to ensure privacy is respected.

The festival will have a designated camera person taking videos at specific times.

This person will be recognisable and will always ask for permission to film and take pictures.

If someone witnesses problematic behaviour or has the feeling that another guest is not feeling well, we encourage them to approach the person and ask how they are doing and if they want support.

The festival organisation crew can be notified through the Awareness Team or the bar.

Daily Awareness Team shifts

If assistance is needed, every day in the time slot 9 pm – 8 am there is an Awareness Team ("A-Team") that can support, if the affected person wishes so. The A-Team works with the concept of support for those affected, i.e. it acts according to their needs and wishes. The A-Team will be walking around the festival wearing LED crowns to be easily recognisable. You can also get support by asking the bar to contact the A-Team or by going to the SAFER SPACE tent. Our volunteers will check the space regularly and offer assistance, comfort and support if needed.

In the time from 8 am – 9 pm guests can get support by asking at the bar to contact the festival organisation crew.

Our core principles of awareness

Any type of consent violation and discriminatory behaviour is unacceptable!

We don't accept any type of sexist, racist, anti-Semitic, homo-/transphobic or any other type of discriminatory behaviour.

If a person feels attacked and discriminated against by another person because of their sexual identity, skin colour, gender, sexual orientation and/or ethnicity, etc. we will take action to address the situation and ensure the well-being of the affected person.

Right to define & partiality!

In our awareness work, we recognize that violence and consent violations are subjective experiences, influenced by personal history and perception. It is crucial to respect the affected person's definition of harm and their perception of boundaries being crossed.

The A-Team stands with the affected person, advocating for them without questioning their experience. Trust is paramount, especially after a consent violation, and any inquiries that challenge or doubt the affected person's account can further harm their well-being.

In the time from 8 am – 9 pm guests can get support by asking at the bar to contact the festival organisation crew.

What we keep in mind at all times when providing support:

- When providing support, it is important that everyone is aware of their own social position and how this may affect the situation.
- We are cautious about physical contact and respect what the affected person wants.
- We consider the wishes and needs of the affected person and put our own needs behind them (e.g., if they do not want any action taken against the accused person, we respect that. It is important that the affected person has control over the situation.) Note: As a festival, we don't have a no-shirt no-party policy. However, if a person feels uncomfortable because someone is shirtless, we aim to support the person in ensuring her/his needs are met.
- We do not assume someone's gender, if required to use pronouns we ask the person first.
- We approach every situation without judgement or blame.
- We maintain strict confidentiality regarding the details shared with us by the affected person.
- We aim to empower the affected person and if necessary connect them with the assistance they may need beyond the immediate support we offer.
- We consider our own ability to provide support and ask other awareness team members for support if we do not feel capable to take the responsibility alone.

When the A-Team observes a situation or a situation has been reported by a third party:

- We ask the affected person how they are feeling (e.g., Are you okay? Do you feel comfortable with situation xy?)
- We briefly explain to the affected person what was perceived as a boundary violation or reported to the A-Team.
- However, we are mindful that our own perception or the reported behaviour is not imposed on the affected person. Perhaps they perceive the situation very differently.

- If the affected person does not want support, we respect that. We offer a specific place (e.g., they should report to the bar) where they can still receive support later if desired.
- Nevertheless, we try to keep an eye on the person to be able to offer support again in case of doubt.

When the affected person asks for support from the A-Team:

- We listen to the affected person and take them seriously, without judgement or blame.
- We explain that in the support provided, only what the affected person wishes will happen.
- Everything is discussed transparently with them.
- We offer support, such as a conversation or a way to get out of the situation. We ask if they would like to withdraw (e.g., to the SAFER SPACE tent).
- We ask if the person would like to bring in a trusted person.
- We are careful with our questions. The affected person should not feel like they have to justify themselves. Perhaps they feel uncomfortable or embarrassed about what has happened.
- We give the affected person and ourselves enough time and don't overrush steps (in crises, "taking things slow" is crucial).
- We offer concrete support options.

Further support can include:

- If the affected person wants to stay, we clarify with them what they need in order to feel comfortable, e.g. having someone to always be available nearby or for other people to tell the accused person to keep distance from the affected person.
- We offer that someone else can deal with the accused person, so the affected person does not have to.

- We make sure the affected person gets home safely (e.g., via train) as soon as possible if they want to leave.
- If desired by the affected person, we offer professional support options/further counselling services.

If it gets to the point that a person is causing distress to other festival guests and/or a person has been reported to the A-Team, we will proceed according to the following principles, always keeping the well-being of the affected person(s) in mind:

- We will first ask the accused person to withdraw from the party to a quieter space.
- If the situation requires so, we will discuss the option of banning the accused person from the festival. In this case, we will provide transport to the next train as soon as possible.
- In either case, if their behaviour is linked to intoxication we will provide them with a space to detox before taking the next steps, while making sure their behaviour does not further impact the other festival attendees.
- All decisions pertaining to a person being excluded from the festival will be made under the four eyes principle, so at least 2 festival crew members will take the decision jointly.

Post-festival care

We understand that incidents and concerns may arise during the festival that attendees may want to address at a later date.

Therefore, we offer a supportive option for festival-goers to reach out to our festival A-Team via email after the event at awareness@kallistofestival.com.

We want to ensure that everyone feels comfortable and heard, even beyond the festival's duration.